

Exit Interview Summary for Alison Reuschlein



Role Tech Comm **TL** Eric Szakacs
Team Inp Clin
Start Date 8/4/2003 **End Date** 7/15/2005
Rehire 7/5/2011 **2nd Term** 8/17/2012
Interviewer: Nicole Hilsenhoff

Grade at Hire 4.00
Last Ranking AB
TL/GL/Carl/Judy Rehire TL-(Eric Szakacs) yes/GL-(Nikki Muenchow) yes/Carl-doesn't know/Judy-doesn't know

Why is this person leaving (from TL perspective)?

She accepted another position. She wanted to spend more time working directly with people.

Was this person a good fit?: B (this was a good fit)

Situation leading to departure: Indicated at least once his/her intention to leave

Could we have saved? Yes

Yes - if the transition to training had happened more quickly.

Issues of Note

Reason for Leaving

Alison has taken a position with the Girl Scouts in a project management and supervisory position. She sought out the position after speaking with her TL about diversifying her responsibilities. Alison wanted to explore ways to enjoy her work more, specifically by getting more involved with training, but didn't see that process happening as quickly as she would have liked. She was also a bit turned off by the fact that the process seemed to be fast-tracked after she notified her TL that she had another offer.

New Salary-higher/lower/same Lower

If higher, how much?

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Likes Alison enjoyed the people at Epic who are generally smart and dedicated. She especially liked those on OpTime who she thought were particularly strong.

She also liked the culture of ownership, benefits, and campus.

Dislikes Alison didn't find the work to be satisfying and stated that the work was different than when she was at Epic originally, both in terms of the amount of work and the type of work (more support writing). She also wanted to be working more closely with other people.

Alison struggled to find a work/life balance that she was happy with. She mentioned being particularly turned off during corporate philosophy when "Judy said she didn't believe in work/life balance."

Finally, Alison feels that there is a lack of transparency around raises, role progression/growth and the transfers process. Speed of the transfers process was also a concern expressed by Alison.

General Comments: Alison mentioned that while she felt our benefits were good, the amount of time off wasn't competitive. Her new position offers 6 weeks of paid time off and 6 holidays. She'll also be working only 37.5 hours per week.

-4	-3	-2	-1	0	1	2	3	4
Bored to tears	Bored - not challenged	Feeling under-utilized	Could use a little more work	Nice balance	Busy - Always important things to do	Work hard to keep up - Feel overworked	Way behind - Getting overwhelmed	Desperate

Busy-ness/Pain Scale Score 2

Recollection of Hours Worked 45 **Average from TLG** 46

TL Feedback	Length	Rank	Recommend	Tone of Feedback
Nikki Muenchow	0 - 6 mos	0.00		Positive
Nikki was only Alison's TL for ~1 month - declined to rank. She 'humanizes' the team, cares deeply and take interest in retention.				
Eric Szakacs	6 mos - 1 y	9.50	Yes	Positive
Eric is a great TL. He recognized her experience and was candid with her. He was also a good advocate for her.				

Best TLs	Comments
Nikki Muenchow	She 'humanizes' the team, cares deeply and take interest in retention.
Eric Szakacs	Eric is a great TL.

Stand Out Employees	Comments
Kaitlindh Moubry	She's the backbone of the team, a stand out writer, very knowledgeable and someone you can totally

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count on.

Employees to Worry About	Comments
	None

Departure Category

Primary

Job Demands

Alison struggled to find a work/life balance that she was comfortable with.

Primary

Personal Career/Life Goals

Alison wants a role that will allow her to work more with people and focus on training.